



Closing the Gender Gap

When America first put the Equal Pay Act on the books in 1963, women earned 59 cents for every dollar paid to men.

Even [super heroes](#) are not immune from the disparity!

Today, 57 percent of women work outside the home and the typical woman working full-time, year-round still makes roughly 21 percent less than the typical man working full-time, year-round. This pay inequity is greater still for women of color: The typical black non-Hispanic woman makes about 60 percent of a typical white non-Hispanic man's earnings, while the typical Hispanic woman earns only 55 percent.

This pay gap includes more than wages. This gap includes total compensation packages and affects education, occupations and even motherhood. It involves inequality and occupational segregation and the economy suffers as a result of this disparity.

Despite the passage of equal pay laws the pay gap persists. [Equal Pay Day](#), which takes place on Tuesday, April 12th, is organized to highlight the gap between men's and women's wages.

A report by the American Association of University Women (AAUW), [The Simple Truth about the Gender Pay Gap](#) explains the pay gap in the United States; how it affects women of all ages, races, and education levels; and what you can do to close it.

To address pay disparity, experts agree women must take matters into their own hands. Here are a few ways to help [close the gap](#):

- Review employer's [pay practices](#).
- Engage in [mentoring](#) and succession planning initiatives for women.
- Ask elected representatives to strengthen existing laws designed to protect against gender pay discrimination, such as the [Lilly Ledbetter Fair Pay Act](#).



For additional information about Missouri Division of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or 1-888-728-JOBS (5627).



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To learn more about rights for equal pay and how to exercise them, check out these resources:

Know Your Rights!

- [Overview of Federal Law on Equal Pay](#)
(EEOC)
- [Facts About Equal Pay and Compensation Discrimination](#)
(EEOC)
- [Federal Laws that Mandate Equal Pay](#)
(EEOC)
- A Guide to Women's Equal Pay Rights
[English](#) | [French](#) | [Spanish](#) | [Chinese](#) | [Vietnamese](#)
(DOL)
- [Fact Sheet: Fighting for Equal Pay and the Paycheck Fairness Act](#) (June 4, 2012)

Exercise Your Rights!

- [How to file a Complaint with the EEOC](#)
(Employees of private companies and state and local governments)
- [How to file a Complaint with the EEOC](#)
(Federal Employees)
- [How to Contact the EEOC](#)
- [How to Find Your Nearest EEOC Office](#)
- [Can the EEOC Help Me?](#)
(Online Assessment System and Intake Questionnaire)
- [FAQs about the EEOC](#)
- [How to File a Complaint with OFCCP](#)
(Employees of Federal Contractors)



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